

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**VA-Wide**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	3rd Quart er FY 2005					
		2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	1655	2220	2232	2258	2147	2467
Number of Complainants 1614.704(b)	1518	2025	2003	2042	1718	2220
Repeat Filers 1614.704(c)	115	195	229	216	229	247

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	3rd Quarter FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Race	615	747	1013	806	1196	1304
Color	37	79	47	70	-	-
Religion	47	62	31	36	88	144
National Origin	107	115	177	80	98	233
Sex (including complaints filed under Equal Pay Act)	397	596	748	635	1121	1258
Disability	412	481	514	618	643	758
Age	351	523	340	280	240	327
Reprisal	543	805	711	740	1028	1055
Other	56	0	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	3rd Quarter FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Appointment/Hire	48	116	56	77	166	199
Assignment of Duties	109	181	190	188	348	451
Awards	27	35	46	40	39	55
Conversion to Full-time	6	4	4	4	7	4
<b>Disciplinary Action</b>	<b>282</b>	<b>549</b>	<b>602</b>	<b>485</b>	<b>319</b>	<b>539</b>
Demotion	6	15	18	18	43	88
Reprimand	35	48	46	36	128	178
Suspension	69	92	103	87	116	159
Removal	74	207	325	301	32	0
Other	98	187	110	43	0	114
Duty Hours	40	64	72	63	100	123
Evaluation Appraisal	49	74	67	55	100	111
Examination/Test	5	6	12	11	23	18
<b>Harassment</b>	<b>590</b>	<b>1216</b>	<b>1462</b>	<b>1296</b>	<b>1403</b>	<b>1424</b>
Non-Sexual	551	1162	1375	1208	1298	1349
Sexual	39	54	87	88	105	75
Medical Examination	4	1	5	5	19	0
Pay (Including Overtime)	71	57	57	73	27	19
Promotion/Non-Selection	371	714	742	692	925	1036
<b>Reassignment</b>	<b>65</b>	<b>107</b>	<b>131</b>	<b>117</b>	<b>116</b>	<b>140</b>
Denied	59	22	21	19	22	27
Directed	6	85	110	98	94	113
Reasonable Accommodation	102	100	132	145	90	58
Reinstatement	2	5	11	4	9	32
Retirement	26	12	22	24	18	0
Termination	122	5	0	47	227	268
Terms/Conditions of Employment	47	185	200	187	353	378
Time and Attendance	132	49	176	163	211	224
Training	47	82	62	51	156	147
Other	270	0	12	0	0	0

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29 CFR §1614.704(f)		3rd Quarter FY 2005		Previous Fiscal Year Data									
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."				Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2004		2003		2002		2001		2000	
All complaints pending in Investigative Stage	1614.704	547	116.4	758	74	1049	130	1741	125	1095	153	1668	270
All complaints pending in Final Agency Action Stage	(f) (1)	192	300.1	649	396	236	418	253	349	369	289	327	330
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	540	245	586	300	NA	NA	NA	NA	NA	NA	NA	NA
Time in Investigation Stage		540	158	586	223	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		540	* 87	586	77	NA	NA	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	407	167	521	240	NA	NA	NA	NA	NA	NA	NA	NA
Time in Investigation Stage		407	159	521	223	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		407	8	521	17	485	19	448	20	419	19	267	21

\* This figure includes an average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of19 days; said delay computed from the start of the Final Action Stage [see Sec. 1614.702(g)] to receipt of the investigative file in OEDCA.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	3rd Quarter FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
Total Complaints Dismissed by Agency	322	476	402	487	437	538	
Average days pending prior to dismissal	59.1	71.9	82.99	88.25	90.8	163.62	

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	3rd Quarter FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	26		35		41		46		43		22	
Without Hearing 704(h)(2)	10	38%	12	34%	10	24%	8	17%	16	37%	11	50%
With Hearing 704(h)(3)	16	62%	23	66%	31	76%	38	83%	27	63%	11	50%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>32</b>		48		58		62		53		26	
<b>Number Findings Rendered Without Hearing 704(i)(2)</b>	<b>10</b>		13		17		9		17		12	
Race	0	0%	0	0%	2	3%	0	0%	3	6%	1	4%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	2	6%	2	4%	5	9%	2	3%	4	8%	1	4%
Disability	7	22%	7	15%	2	3%	4	6%	5	9%	5	19%
Age	0	0%	0	0%	2	3%	1	2%	1	2%	1	4%
Reprisal	1	3%	4	8%	3	5%	2	3%	4	8%	4	15%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>32</b>		48		58		62		53		26	
<b>Number Findings Rendered After Hearing 704(i)(3)</b>	<b>22</b>		35		41		53		36		14	
Race	6	19%	11	23%	5	9%	12	19%	7	13%	3	12%
Color	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
National Origin	2	6%	1	2%	1	2%	3	5%	2	4%	0	0%
Sex (include Equal Pay Act)	3	9%	4	8%	12	21%	9	15%	10	19%	1	4%
Disability	1	3%	8	17%	8	14%	8	13%	5	9%	3	12%
Age	1	3%	2	4%	2	3%	4	6%	5	9%	2	8%
Reprisal	7	22%	9	19%	11	19%	17	27%	7	13%	4	15%

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29 CFR §1614.704(j)				29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2005		Previous Fiscal Year Data										
			2004		2003		2002		2001		2000		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	33		48		57		65		47		27		
Findings Without Hearing 704(j)(2)	13		14		19		12		18		14		
Appointment/Hire	1	3%	1	2%	0	0%	0	0%	2	4%	0	0%	
Assignment of Duties	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Disciplinary Action	0	0%	1	2%	2	4%	1	2%	0	0%	1	4%	
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
Reprimand	0	0%	0	0%	1	2%	1	2%	0	0%	1	4%	
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Removal	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment	1	3%	3	6%	5	9%	1	2%	4	9%	1	4%	
Non-Sexual	0	0%	2	4%	4	7%	0	0%	1	2%	1	4%	
Sexual	1	3%	1	2%	1	2%	1	2%	3	6%	0	0%	
Medical Examination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	
Promotion/Non-Selection	1	3%	0	0%	1	2%	2	3%	5	11%	5	19%	
Reassignment	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
Denied	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reasonable Accommodation	5	15%	2	4%	4	7%	3	5%	1	2%	3	11%	
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Termination	3	9%	2	4%	2	4%	1	2%	1	2%	3	11%	
Terms/Conditions of Employment	0	0%	1	2%	3	5%	3	5%	5	11%	1	4%	
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	1	3%	1	2%	0	0%	0	0%	0	0%	0	0%	

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>33</b>		48		57		65		47		27	
<b>Findings After Hearing 704(j)(3)</b>	<b>20</b>		34		38		53		29		13	
Appointment/Hire	0	0%	1	2%	1	2%	1	2%	3	6%	1	4%
Assignment of Duties	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Awards	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	1	3%	1	2%	2	4%	4	6%	0	0%	1	4%
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	2%	1	2%	3	5%	0	0%	1	4%
Suspension	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	3	9%	7	15%	9	16%	12	18%	6	13%	1	4%
Non-Sexual	2	6%	7	15%	7	12%	9	14%	3	6%	1	4%
Sexual	1	3%	0	0%	2	4%	3	5%	3	6%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	7	12%	1	2%	1	2%	0	0%
Promotion/Non-Selection	6	18%	6	13%	9	16%	16	25%	8	17%	4	15%
Reassignment	1	3%	0	0%	0	0%	1	2%	0	0%	1	4%
Denied	0	0%	0	0%	0	0%	1	2%	0	0%	1	4%
Directed	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	3%	5	10%	5	9%	6	9%	3	6%	1	4%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	4	12%	2	4%	2	4%	2	3%	3	6%	1	4%
Terms/Conditions of Employment	0	0%	2	4%	1	2%	10	15%	5	11%	3	11%
Time and Attendance	3	9%	2	4%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	5	10%	0	0%	0	0%	0	0%	0	0%
<b>29 CFR §1614.704(k)</b>		<b>29 CFR §1614.705 Comparative Data</b>										

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Complaints Pending From Previous Fiscal Years by Status	3rd Quarter FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total complaints from previous Fiscal Years 704(k)(1)	1052	1041	3122	3995	4045	3974
Total Complainants 704(k)(2)	877	913	NA*	NA*	NA*	NA*
<b>Number complaints pending [as of 3/31]: 704(k)(3)</b>						
Investigation	15	7	1049	1741	1095	1688
ROI issued, pending Complainant's action	13	55	NA*	NA*	NA*	NA*
Hearing	890	806	1572	1619	1811	1696
Final Agency Action	134	162	236	253	369	327
Appeal with EEOC Office of Federal Operations	NA*na	NA	NA*	NA*	NA*	NA*
*Do not track						



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29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data						
Complaint Investigations	3rd Quarter FY 2005	Previous Fiscal Year Data						
		2004	2003	2002	2001	2000		2000
		Number Pending Completion of Investigation	370	752	1049	1741		1095
Pending Investigations Over Required Time Frames	40	21	NA*	NA*	NA*	NA*	NA*	not
							avail	